

## GOVERNOR'S WORKFORCE DEVELOPMENT BOARD 2019-2020 VISION AND PRIORITIES STATEMENT

The Governor's Workforce Development Board (GWDB) held its second annual strategic planning retreat on February 6, 2019 at the Reno + Sparks Chamber of Commerce. As part of the retreat, the Board engaged in a robust discussion facilitated by staff from the National Governors Association and the Governor's Office of Workforce Innovation (OWINN) that culminated in the Board articulating a vision and a set of priorities for 2019-2020 that should be prioritized to improve Nevada's workforce ecosystem.

**VISION STATEMENT:** The Governor's Workforce Development Board is committed to a vision within the workforce development ecosystem that prepares a diverse workforce to compete in existing, new and emerging economies in the state of Nevada. In order for this vision to come to fruition, Nevada leaders must be intentional about workforce resource guidance, explore innovative ideas and practices, commit to creating knowledge systems with partners in economic development, and develop more intentional, coordinated collaboration between the public and private sector.

### ACTIONABLE WORKFORCE PRIORITIES FOR 2019-2020

1. Develop a OneStop system that is for the benefit of clients and employers; increase awareness and communication of OneStop system
  - **Examples and evidence of success:**
    - i. Concrete Investment in funding towards outreach and communication
    - ii. Key partners commit to common/unified branding of OneStop
    - iii. DETR & OWINN facilitates roundtable discussion with OneStop and business representatives to build common understanding and consider possible ideas for improvements and adoption.
2. Support young adults in Nevada define career pathways and access work-based learning and training necessary to succeed
  - **Examples and evidence of success:**
    - i. Increase in the number of young adults who are engaged in work-based learning opportunities and the number of young adults in training programs through training providers
    - ii. Set a goal to increase the number individuals taking Work Keys assessment, which better measures qualified candidates
    - iii. Increase awareness of LifeWorksNV.org which provides young adults access to work-based learning
3. Measure training programs aligned to outcomes to develop a marketable workforce
  - **Examples and evidence of success:**
    - i. Stronger use of subpopulation data by providers to ensure optimal employment
    - ii. Ensure WIOA programs share clear, succinct data at Board meetings
    - iii. Develop data dashboard for quarterly Board meetings to measure progress
    - iv. Connect Eligible Training Provider List to NPWR system for better outcomes data

4. Achieve buy-in from all Chambers in Nevada to support the effort of the Board
  - **Examples and evidence of success:**
    - i. The total number of Chambers that commit to endorsing the Board's priorities through a letter of support
5. Develop workforce asset mapping and conduct a gap analysis to inform partners and ensure sustainable strategies for workforce development
  - **Examples and evidence of success:**
    - i. Publish a framework of critical workforce resources for business and industry
    - ii. Conduct a gap analysis of the workforce system to align industry employment needs with workforce system
    - iii. Ensure through policies and practices that education and training programs are responsive and aligned to labor-market needs

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#### **ABOUT THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**

The Governor's Workforce Development Board assist the Governor in designing and implementing the state's workforce vision. Consistent with the Workforce Innovation and Opportunity Act (WIOA), Title I, subtitle A, chapter 1, sec. 101(d), the Board assist the Governor in the development, implementation and modification of the state plan; review statewide policies, programs, recommendations and actions for the continuous improvement of the publicly funded workforce system through WIOA and other One-Stop partners that are not WIOA core programs; and the develop strategies that support the development and improvement of statewide workforce and labor market information system and technology. These responsibilities improve efficiencies, performance, and accountability of the workforce system.

Nevada's 33 member Board consist of at least 51% business representation as well as representation from labor, WIOA core programs, education, local and state government, a member from each chamber of the Nevada State Legislature, and the Governor's designee.

#### **ABOUT THE GOVERNOR'S OFFICE OF WORKFORCE INNOVATION**

OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting collaboration and cooperation among key public and private entities focused on workforce development. OWINN works to address Nevada's workforce needs by providing leadership in assessing workforce policies, scaling registered apprenticeships and other forms of work-based learning, leveraging labor-market and workforce data, validating industry-recognized credentials and creating career pathway strategies. OWINN also provides support and management to the Governor's Workforce Development Board, the State Apprenticeship Council, and the P-20 to Workforce Research Data System Advisory Committee.



**Nevada Department of Employment, Training and Rehabilitation  
(DETR)**

**Workforce Innovation and Opportunity Act (WIOA)  
State Compliance Policy (SCP)**

**Policy Number: 1.0**

**Originating Office:** DETR; Workforce Investment Support Services (WISS)

**Subject:** Membership of Local Workforce Development Boards (LWDB)

**Issued:** New July 2015 replacing Workforce Investment Act (WIA); Approved Governor's Workforce Development Board (GWDB) Executive Committee June 21, 2018; Ratified Governor's Workforce Development Board date July 17, 2018

**Purpose:** To transmit guidance to the Chief Elected Official(s) (CEO) of Local Workforce Development Areas (Local areas) regarding state policy on criteria for LWDBs

**State Imposed Requirements:** This directive may contain some state-imposed requirements. These requirements are printed in bold, *italic type*

**Authorities/References:** Workforce Innovation and Opportunity Act P.L. 113-128; 20 CFR §679.300-430

**ACTION REQUIRED:** Upon issuance bring this guidance to the attention of GWDB, LWDB members and any other concerned parties. Any LWDB policies, procedures, and or contracts affected by this guidance are required to be updated accordingly.

**Background:** WIOA Sec. 107(b)(1) requires the Governor, in partnership with the GWDB, to establish criteria for use by CEOs in the local area for appointment of members of the local board. Under WIOA, the LWDB, in partnership with the CEOs, are responsible for establishing policy and overseeing workforce programs for a workforce development area.

**I. General:**

- A.** The Governor, will establish criteria for use by CEOs in the appointment of members of the LWDBs in accordance with Section 107(b)(2) of WIOA.
- B.** The CEOs shall be the appointing authority for the members of the LWDBs. (WIOA Sec. 107(b) and 20 CFR §679.310(a))
- C.** Chief elected officials shall develop a process for soliciting LWDB nominations and for selecting LWDB members. (20 CFR §679.310(g) (1))

- D. Representatives from private business or other entities shall be individuals with optimum policy making or hiring authority within the employer community and within the entities they represent. (20 CFR §679.340))
- E. The Chair of the LWDB must be from the business community. (WIOA Sec. 107(b)(3) and 20 CFR §679.330)
- F. An individual may be appointed as a representative of more than one entity if the individual meets all criteria for representation. (20 CFR §679.320 (h))

## **II. Required Members of the LWDB:** (WIOA Sec. 107 and 20 CFR §679.320)

Members of the LWDB must be selected by the CEOs consistent with criteria established under WIOA section 107(b)(1) and criteria established by the Governor. Such selection must also meet the established requirements of WIOA Sec. 107(b)(2) and 20 CFR §679.320 (a).

- A. **Business** A majority of the members of the LWDB must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Business representatives serving on LWDBs may also serve on the GWDB. Each business representative must meet the following criteria:

- (1) Be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority; and
- (2) Provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA Sec. 3(23).

- B. **Education** The LWDB must also include:

- (1) At least one eligible provider administering adult education and literacy activities under WIOA title II;
- (2) At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and
- (3) When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education providing workforce investment activities as described in WIOA Sec.107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities. ((WIOA Sec. 107(b) (6)).

- C. **Labor** Membership must include two or more representatives of labor organizations, where such organizations exist in the local area. Where Labor organizations do not exist, representatives must be selected from other employee representatives [20 CFR §679.320(c)(1)]. The LWDB must include one or more representatives of a joint labor-management, or union affiliated, registered apprenticeship program within the area who must be a training director or a member of a labor organization. If no union affiliated registered apprenticeship programs exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists. (20 CFR §679.320 (c)(2))



**D. Other Required Members** The LWDB must also include at least one representative from each of the following governmental and economic and community development entities:

- (1) Economic and community development entities;
- (2) The State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area; and
- (3) The programs carried out under Title I of the Rehabilitation Act of 1973, other than section 112 or part C of that title.

**E. Additional Members** The membership of LWDB may include individuals or representatives of other appropriate entities in the local area, including:

- (1) Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;
- (2) Governmental and economic and community development entities who represent transportation, housing, and public assistance programs;
- (3) Philanthropic organizations serving the local area; and
- (4) Other appropriate individuals as determined by the chief elected official. (20 CFR §679.320 (e))

### **III. Local Board Operations**

**A. Quorum** A quorum shall be defined as:

A simple majority (51%) of members, excluding vacancies.

**B. Change in Status** LWDB members who no longer hold the position or status that made them eligible members must resign or be removed by the CEOs immediately as a representative of that entity; i.e. no longer work in the private sector, or are no longer with an educational institution, etc.

**C. Vacancies** LWDB vacancies must be filled within a reasonable amount of time of the vacancy, **but no later than 120 days** from occurrence. The CEOs are authorized to make all reappointments of members. Reappointments must be made within a reasonable amount of time of the term expiration, **but no later than 120 days**. Any action taken by a LWDB later than the 120 days per this policy shall be void unless the LWDB has an approved waiver from the Governor's Office of Workforce Innovation (OWINN) prior to the LWDB meeting. Waivers are to be requested in writing to: Governor's Workforce Development Board c/o State Board Liaison 555 East Washington Avenue, Suite 4900 Las Vegas, Nevada 89101.

**D. Removal** LWDB members must be removed by the CEOs if any of the following occurs:

- (1) Documented violation of conflict of interest;
- (2) Failure to meet LWDB member representation requirements defined in the WIOA and this policy; or
- (3) Documented proof of fraud and/or abuse.

LWDB members may be removed for other factors outlined in the Local Board bylaws such as attendance.

**E. Conflict of Interest and Transparency** The respective LWDB must be a WIOA-compliant board per WIOA Sec.107 State and Board Policy *and have no familial relationship to the 3rd degree of consanguinity, business, financial, or political ties with any member(s) of the One-Stop Operators, its staff, Local Elected Officials Consortium, or an employee of a mandatory core program located within the One-Stop in the respective Local Workforce Development Area(s).* Members must ensure the integrity of their pursuits by taking steps to avoid conflict of interest or even the appearance of conflict of interest per Board and State policy.

The LWDB must conduct its business in an open manner as required by WIOA Sec. 107(e), Nevada Revised Statutes (NRS) Chapter 241 and most recent Nevada Open Meeting Law Manual by making available to the public, on a regular basis through electronic means and open meetings, information about the activities of the LWDB. This includes 20 CFR §679.390:

- (1) Information about the Local Plan, or modification to the Local Plan, before submission of the plan;
- (2) List and affiliation of LWDB members;
- (3) Selection and certification of one-stop operators;
- (4) Award of grants or contracts to eligible providers of workforce investment activities including providers of youth workforce investment activities;
- (5) Minutes of formal meetings of the LWDB; and
- (6) LWDB by-laws, consistent with 20 CFR §679.310(g).

**F. Standing Committees** Standing committees may be established by the LWDB to provide information and assist the LWDB in carrying out its responsibilities under WIOA Sec. 107. Standing committees must be chaired by a member of the LWDB, may include other members of the LWDB, and may include other individuals appointed by the LWDB—who are not members of the LWDB and who have demonstrated experience and expertise in accordance with 20 CFR §679.340(b) and as determined by the LWDB. Standing committees may include each of the following 20 CFR §679.360:

- (1) A standing committee to provide information and assist with operational and other issues relating to the one-stop delivery system, which may include representatives of the one-stop partners;
- (2) A standing committee to provide information and to assist with planning, operational, and other issues relating to the provision of services to youth, which must include community-based organizations with a demonstrated record of success in serving eligible youth; and
- (3) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with WIOA Sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 ([42 U.S.C. 12101 et seq.](#)) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to,



and finding employment opportunities for, individuals with disabilities.

The LWDB may designate other standing committees in addition to those specified above.

LWDB may designate an entity in existence as of the date of the enactment of WIOA, such as an effective youth council, to serve as a standing committee as long as the entity meets the requirements of WIOA Sec.107(b)(4).



## **Quarterly Report to the Governor's Workforce Development Board**

**April 2019**

### **One-Stop Delivery System (OSDS)**

- Workforce Connections (WC) continued implementation of a more effective one-stop delivery system:
  - The Great Resume Review, held in conjunction with the Las Vegas-Clark County Library District, at the West Las Vegas Library on January 17, 2019 targeted individuals who may need assistance in creating, editing or updating their resume. Job developers from the Title I Adult/Dislocated Worker and Youth providers, and the DETR business services representatives staffed the event. With attendance from across the Las Vegas Valley, approximately 70 individuals of all ages attended to take advantage of assistance with creating a professional resume. In addition, the event included an opportunity to have a professional photo taken for use in creating a LinkedIn profile. Dress for Success and HELP of Southern Nevada attended to assist individuals with professional attire for their photo shoot.
  - One-Stop Career Center at the West Las Vegas Library held "LinkedIn or Left Out" workshop on March 7, 2019. The workshop assisted job seekers in learning how to create and use their LinkedIn profile and promote skills to track job openings and connect with hiring managers. Fifteen individuals attended the workshop and five requested additional services through the One-Stop Career Center. The "LinkedIn or Left Out" workshop was a continuation of the Great Resume Review where nearly 70 individuals had their resume reviewed by One-Stop Career Center professionals, and had the opportunity to get a complimentary LinkedIn headshot.
  - WC, the One-Stop Operator and Nevada's Department of Employment, Training and Rehabilitation's (DETR) JobConnect Business Services team continue to collaborate to improve services to employers in the One-Stop centers.
    - Workforce Connections convened system partners and stakeholders to explore ways we could improve how local businesses currently access and receive employment and training services across the entire One-Stop system. Three workshops took place on February 6-7.
    - Commissioner Jim Gibson, in collaboration with WC, DETR, the STOP Coalition and the Enclave, located at Russell Road and Eastern Avenue, hosted a job fair on March 26, 2019. Over 70 employers participated in the event, with approximately 700 job seekers attending.

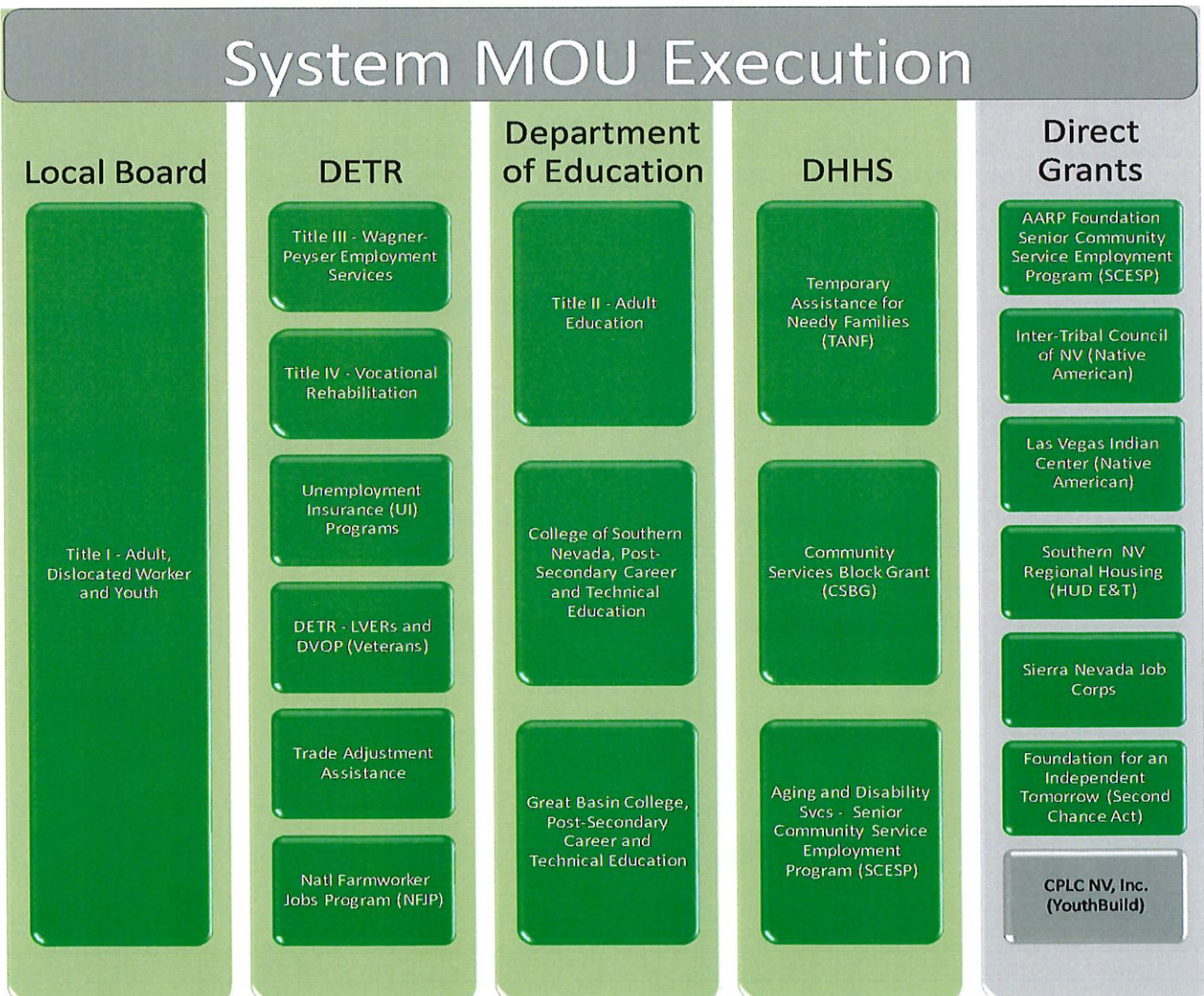




- The current 2019 Workforce Innovation and Opportunity Act (WIOA) Title I funding cycle Request For Proposals (RFP) are based on strategic direction from the Board and Local Elected Officials (LEOs):
  - Continue transition of Workforce Innovation and Opportunity Act (WIOA) Title I services to One-Stop centers with the other WIOA partner programs.
  - Maximize the leveraging of resources with effective referrals, co-enrollments and partnerships.
  - In addition to the unemployed focus on alternate labor pools:
    - Underemployed (could include incumbent worker training).
    - Re-entry (scaling up/replicating).
    - Youth 16-24 (better drop-out re-engagement strategies).
    - Veterans (better systemic approach).
    - Individuals with disabilities (scaling up/replicating).
    - Scopes that are broad and flexible (that allow service delivery to multiple target populations) and are focused on Nevada's targeted industry sectors/occupations including, but not limited to:
      - Traditional and non-traditional apprenticeships.
      - Pre-apprenticeship/apprenticeship readiness.
      - Other work-based learning models.
    - Programs that demonstrate a measurable high return on investment (ROI).
    - Use performance data to determine ROI and make better strategic decisions.
- RFP Update:
  - Received 39 proposals for 13 clusters (service areas).
  - All 39 proposals passed technical review and were evaluated and scored by an independent third party contractor, Social Policy Research Associates (SPRA). SPRA has been used by WC for the past eight years.
  - The 34 proposals that met the minimum score of 60 (out of a possible total score of 100) were ranked by the Ad-hoc Selection Panel made up of WC Board and Committee members and other WIOA partners.
  - Recommendations for funding will be considered by the Programs Committee, Board and the LEOs.



- As a result of a listening session with WIOA Title I providers held by WC Board Vice Chairman, Jack Martin, the One-Stop Operator held a Workforce Summit on January 31, for system partners and library staff which addressed the requested training. Attendees heard presentations from system partners and attended sessions relative to at risk youth, people with disabilities, five star-customer service in libraries, the operator's role in Southern Nevada, case management, wrap-around services and LGBTQ sensitivity training in addition to the opportunity to network with system partners.
- Chicanos Por La Causa (CPLC) received a direct grant from DOL to administer a YouthBuild pre-apprenticeship program in Southern Nevada. As a result, the System Memorandum of Understanding (MOU) will need to be updated to reflect the new WIOA system partner.

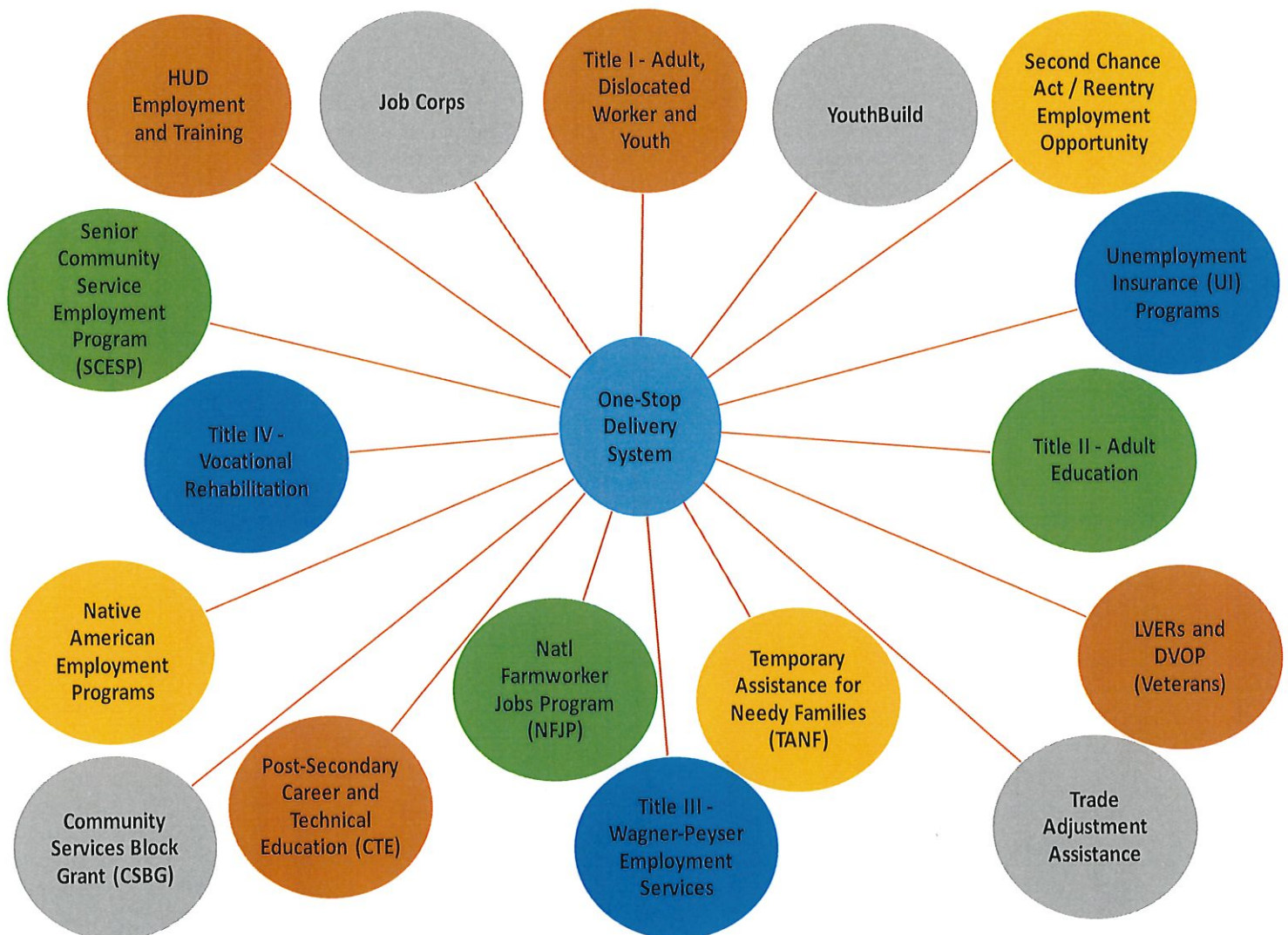






- Detailed below is a diagram of the one-stop delivery system and the 17 required partners.

## One-Stop Delivery System





### **Comprehensive One-Stop Career Center (OSCC)**

- The Comprehensive OSCC makes access available to all One-Stop partner programs. The center had over 5,700 visits from job seeker customers and over 2,000 basic career services were provided. Other notable activities include:
  - Kicked off pilot project for dual enrollment between WIOA Title I and WIOA Title III (Wagner-Peyser) programs. Dual enrollments are captured by WIOA Title I staff concurrently with their Title I enrollment which creates a more efficient process for co-funding and partner services.
  - Hosted the quarterly hiring event/mini-job fair, in partnership with DETR Business Services, with nine local employers on location at the OSCC. Over 40 job seekers were interviewed on location by these employers.
  - At this point in Program Year 2018, 461 WIOA customers have been enrolled into Title I individualized services - including 334 adult customers, and 127 dislocated workers.
  - The WIOA Youth program has continued to expand its footprint with work-based learning opportunities for youth, including new partnerships with an emerging IT company in Las Vegas and with legacy employer MGM Properties. Currently, over 55 work experiences are ongoing or have been completed this program year.
  - The youth program has continued to focus on apprenticeship and work-based learning career pathways. Staff are attending and hosting workshops at the OWINN Student Workforce and Innovation Summit, Scorpion Preview Day at Nevada State College, and are in the planning stages of a collaboration with Bureau of Vocational Rehabilitation for their Summer CRAVE Camp at UNLV.

### **Strategic Initiatives**

- In collaboration with the Clark County School District (CCSD), WC organized an Education/Apprenticeship Summit on January 30, 2019 at Desert Rose High School. Approximately 75 individuals from local labor unions, CCSD, higher education, employers, trade organizations, and local workforce organizations met to discuss methods to bring the trades and apprenticeships into the classroom, with the goal of attracting students who may not have a post-graduation plan for entering the workforce. The summit resulted in the formation of five working groups to address: curriculum, alignment, messaging, licensing, streamlining access and early exposure. Working groups are expected to report back in early May.





- Representatives from WC, City of Las Vegas, College of Southern Nevada, Clark County, Department of Health and Human Services (DHHS), CCSD, Office of Workforce Innovation (OWINN) and Nevada State College traveled to San Antonio, TX to meet with representatives from the Local Workforce Development Board to learn best practices with the goal of executing the I-BEST (Integrated Basic Education Skills Training) model in Southern Nevada. Representatives toured two training facilities at Alamo Community College to learn more about current training programs focused on the manufacturing and aerospace sectors and their employer partners including Toyota and Boeing. Representatives also toured Travis Early College High School where they had an opportunity to speak with high school students about their education. Students will graduate with a high school diploma and an associate's degree.
- Workforce Connections and the Las Vegas-Clark County Library District held a ribbon cutting at the One-Stop Career Center at Clark County Library on March 11, 2019. The ribbon cutting was a celebration of one-thousand job seekers gaining access to employment and training opportunities at library locations through the One-Stop Delivery System in Southern Nevada. Councilwoman Michele Fiore provided opening remarks on the partnership between WC and the Las Vegas-Clark County Library District and the impact of creating access to employment and training opportunities within the communities where people live and work.
- WC welcomed new Local Elected Officials (LEOs), Commissioner Leo Blundo, Nye County and Commissioner Tick Segerblom, Clark County.
- WC welcomed new Board member, Dr. Federico Zaragoza, President, College of Southern Nevada representing higher education.



Coordinating Workforce Development for Northern Nevada

Date: April 2019

To: Governor's Workforce Development Board

From: John H. Thurman, CEO

Subject: Quarterly Report

Members of the One-Stop Delivery System in Northern Nevada, who are located at the American Job Center of Nevada, Reno, continue to collaborate. Referrals between agencies continue to increase each month resulting in a more comprehensive set of services being provided to job seekers. For example, a JOIN (Title I) client who was receiving training for a cosmetology certificate was referred to TANF where the client received assistance with transportation, clothing, and child care.

During monthly all staff meetings at the American Job Center of Nevada, cross education training is being done. Each month one of the seated partners in the American Job Center of Nevada makes a presentation on what their program provides and explains the best way for the other agencies to refer clients to the program. In addition to the presentations by a seated partner, other partners of the One-Stop System make presentations during the staff meetings.

Quarterly Workforce Consortium Meetings are now being held at the American Job Center of Nevada. This meeting is comprised of mandatory and non-mandatory organizations which provide workforce development activities. This exposes all these organizations to the American Job Center of Nevada, Reno, thus increasing awareness of the center and the services provided there.

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Client visits are continuing to increase at the American Job Center. During the last three months the number of visits to the center have increased each month. January visits totaled 1577, February totaled 1651, and, March totaled 1959.

A new initiative with Washoe County Libraries was launched in February 2019 to make all libraries an entrance point to the One-Stop System and directly to the American Job Center of Nevada, Reno. Training of library staff on how to assist individuals in completing a self-service enrollment in EmployNV has started, and a presentation to all library staff in Washoe County will be held on May 15, 2019.

Nevadaworks Youth Council is working with the Workforce Consortium to develop a Youth Expo to be held in August 2019. The event will be held at the American Job Center of Nevada, Reno. Several employers and most of the schools in the area have already committed to attending the event. Also, a Latino's to Work event has been scheduled for April 27, 2019. Training providers and all partner agencies are participating in the event.

Nevadaworks' Service Providers for PY18 are continuing to see increased enrollments. EmployNV reporting indicates client enrollments through the end of January 2019 (58.33% of PY 2018) are at 78.62%. This indicates enrollments at the end of the current year (June 30, 2019) may exceed proposed contracted number of clients served. As reported in October 2018, Nevadaworks increased Service Provider funding for all Adult, Dislocated Worker, and Youth contracts for PY 2018. With the additional funding, PY18 contracts totaled \$5,383,458.00, and as of January 31, 2019 (58.33% of PY 2018), Service Providers have expenditures totaling 51.76% of those contracts.

Performance levels for Nevadaworks' Service Providers for the rolling four quarters, January 1, 2018 through December 31, 2018 (the most recent available from Department of Labor (DOL)), are displayed in the chart below. The green highlighted cells indicate performance attainment exceeded the DOL negotiated levels. It is important to note that currently there is no negotiated level for the "Median Earnings 2<sup>nd</sup> Quarter After Exit" for youth clients.

Also, information on all performance by state is available at [wioadashboards.org](http://wioadashboards.org). If you have questions about viewing the dashboard, please contact me at [jthurman@nevadaworks.com](mailto:jthurman@nevadaworks.com) or 775-284-1332.

Nevadaworks' Performance Measures  
Rolling Four Quarters PY2017Q3 through PY2018Q2  
DOL Negotiated Rates as of July 26, 2016

Adult

	Employed 2nd Quarter After Exit	Employed 4th Quarter After Exit	Median Earnings 2nd Quarter After Exit	Credential Rate
Attained	80.00%	72.70%	\$6,480.00	70.00%
DOL Negotiated Rate	66.00%	66.00%	\$3,941.00	60.40%
% of Neg. Rate Attained	121.21%	110.15%	164.42%	115.89%

Dislocated Worker

	Employed 2nd Quarter After Exit	Employed 4th Quarter After Exit	Median Earnings 2nd Quarter After Exit	Credential Rate
Attained	89.10%	91.50%	\$9,361.00	80.30%
DOL Negotiated Rate	70.90%	70.90%	\$6,500.00	61.30%
% of Neg. Rate Attained	125.67%	129.05%	144.01%	130.99%

Youth

	Employed/In Training/In Education 2nd Quarter After Exit	Employed/In Training/In Education 4th Quarter After Exit	Median Earnings 2nd Quarter After Exit	Credential Rate
Attained	77.70%	81.90%	\$6,212.00	74.80%
DOL Negotiated Rate	64.10%	47.30%	Not yet established	63.90%
% of Neg. Rate Attained	121.22%	173.15%	N/A	117.06%

Also, information on all performance by state is available at [wioadashboards.org](http://wioadashboards.org). If you have questions about viewing the dashboard, please contact me at [jthurman@nevadaworks.com](mailto:jthurman@nevadaworks.com) or 775-284-1332.



# **2018:IIIQ Nevada Unemployment Rate Demographics Report\***

Department of Employment, Training &  
Rehabilitation Research and Analysis Bureau

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Dennis Perea, Deputy Director  
David Schmidt, Chief Economist  
Christopher Robison, Supervising Economist  
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\*Prepared pursuant to NRS 232.920

# Executive Summary

NRS 232.920 requires a quarterly report by the Department of Employment, Training and Rehabilitation which disaggregates the rate of unemployment by demographic groups for each county within the State utilizing currently available information. This report satisfies that requirement. According to statute, this report will be posted on the website of the Department, as well as that for the Research and Analysis Bureau within the Department. This report is provided to the Governor's Workforce Development Board, as well as other applicable agencies providing workforce development services, as required.

NRS 232.935 mandates the Governor's Workforce Investment Board require all applicable agencies which provide workforce services to coordinate efforts and resources in order to reduce the rate of unemployment for specific demographic groups when certain thresholds are met:

1. When the unemployment rate is at least double (200 percent) the rate of unemployment for the county as a whole.
2. When the unemployment rate is at least four percentage points higher than the rate of unemployment for the county as a whole.
3. When the unemployment rate has been higher than the rate of unemployment for the county as a whole for at least three consecutive years.

Pursuant to these requirements, available information from the U.S. Census Bureau's American Community Survey highlights particular groups around the state who are most likely to face higher unemployment rates than the region as a whole.

For the State's three most populous areas, the summary of the available information<sup>1</sup> for 2017 is as follows:

## **Clark County**

- Age groups exceeding at least one threshold: *16-19, 20-24*
- Race / Ethnicity groups exceeding at least one threshold: *Black*
- Gender groups exceeding at least one threshold: *Male*

## **Washoe County**

- Age groups exceeding at least one threshold: *16-19, 20-24, 75+*
- Race / Ethnicity groups exceeding at least one threshold: *Black, Hispanic*
- Gender groups exceeding at least one threshold: *Male*

## **Carson City**

- Age groups exceeding at least one threshold: *16-19, 20-24, 35-44*
- Race / Ethnicity groups exceeding at least one threshold: *Hispanic*
- Gender groups exceeding at least one threshold: *Male*

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<sup>1</sup> Please see page 5 for a discussion regarding data limitations at the sub-State level.



For the remainder of the State, the summary of available information<sup>1</sup> is as follows:

**Churchill County**

- Age groups exceeding at least one threshold: 16-19, 20-24, 25-29, 30-34, 45-54, 75+
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: *Female*

**Douglas County**

- Age groups exceeding at least one threshold: 16-19, 45-54, 65-74
- Race / Ethnicity groups exceeding at least one threshold: *Black, Hispanic*
- Gender groups exceeding at least one threshold: *Male*

**Elko County**

- Age groups exceeding at least one threshold: 16-19, 20-24, 30-34, 75+
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: *None*

**Esmeralda County**

- Age groups exceeding at least one threshold: 16-19
- Race / Ethnicity groups exceeding at least one threshold: *White, Black*
- Gender groups exceeding at least one threshold: *Male*

**Eureka County**

- Age groups exceeding at least one threshold: *None*
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: *None*

**Humboldt County**

- Age groups exceeding at least one threshold: 16-19, 20-24
- Race / Ethnicity groups exceeding at least one threshold: *Hispanic*
- Gender groups exceeding at least one threshold: *Female*

**Lander County**

- Age groups exceeding at least one threshold: 20-24, 45-54, 60-64
- Race / Ethnicity groups exceeding at least one threshold: *Black*
- Gender groups exceeding at least one threshold: *Male*

**Lincoln County**

- Age groups exceeding at least one threshold: 16-19, 35-44, 55-59
- Race / Ethnicity groups exceeding at least one threshold: *Black*
- Gender groups exceeding at least one threshold: *None*

**Lyon County**

- Age groups exceeding at least one threshold: 16-19, 20-24, 25-29, 45-54, 75+
- Race / Ethnicity groups exceeding at least one threshold: *Black*
- Gender groups exceeding at least one threshold: *Female*

**Mineral County**

- Age groups exceeding at least one threshold: 16-19, 20-24, 25-29, 30-34
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: Male

**Nye County**

- Age groups exceeding at least one threshold: 16-19, 20-24, 25-29, 30-34, 75+
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: Female

**Pershing County**

- Age groups exceeding at least one threshold: 20-24, 25-29, 30-34, 45-54
- Race / Ethnicity groups exceeding at least one threshold: *None*
- Gender groups exceeding at least one threshold: *None*

**Storey County**

- Age groups exceeding at least one threshold: 20-24, 45-54
- Race / Ethnicity groups exceeding at least one threshold: *Black*
- Gender groups exceeding at least one threshold: *Male*

**White Pine County**

- Age groups exceeding at least one threshold: 16-19, 25-29, 30-34, 65-74, 75+
- Race / Ethnicity groups exceeding at least one threshold: *Hispanic*
- Gender groups exceeding at least one threshold: *None*



# County Information & Data Sources

For purposes of satisfying the specific requirements of NRS 232.920, this Report utilizes the U.S. Census Bureau's American Community Survey (ACS) to generate demographic profiles of the unemployed by county. The ACS is a nationwide survey that provides information every year on the demographic, social, economic, and housing characteristics of the nation's population.

The Survey produces single-year and multiyear estimates. The one-year estimates provide information for geographic areas, including counties, with populations greater than 65,000. In Nevada, 15 of 17 counties do not meet that threshold.

ACS multiyear estimates produce results covering a five-year period. These estimates are relatively reliable, especially for Nevada's smaller counties.

Unfortunately, in the process of generating reliable and comparable information for all counties in Nevada, timeliness becomes an issue. The most recent information covers the 2013-2017 period. In Nevada as a whole, 18,300 households (out of a total of 1.15 million) were interviewed as part of the ACS in 2017.

## Unemployment In Groups Meeting at Least One Threshold

2017	Carson City	Churchill County	Clark County	Douglas County	Elko County	Esmeralda County	Eureka County	Humboldt County	Lander County	Lincoln County	Lyon County	Mineral County	Nye County	Pershing County	Storey County	Washoe County	White Pine County	Total Affected Across Counties	Total Affected, Northern Area	Total Affected, Southern Area
16-19	216	83	8,770	200	189	15		169		91	161	22	181			1,765	67	11,928	2,871	9,057
20-24	411	141	13,432		184			133	104		245	50	211	11	30	2,832		17,784	4,141	13,643
25-29		110									349	85	260	35				839	579	260
30-34												180	273	16			46	515	242	273
35-44	435									59								494	435	59
45-54		220							65						27	24		336	336	0
55-59										28								28	0	28
60-64								35										35	35	0
65-74				123													45	168	168	0
75+		8			20						44		19			163	5	259	240	19
White						15							1,632					1,647	0	1,647
Black or African American			16,303	22							87				10	531		16,953	650	16,303
Hispanic or Latino	698			319				277								4,134	41	5,470	5,470	0
American Indian or Alaska Native	91	113	703	49	124			33	32		83	185	72	23		624	39	2,172	1,396	775
Asian		37									40						10	87	87	0
Native Hawaiian or Pacific Islander			759		6						13					113	5	896	137	759
Other	317		14,531	144	55				29		205			9		2,060		17,350	2,818	14,531
Male									167			232			67	8,103		8,569	8,569	0
Female													874					874	0	874
Less than High School Graduate	235	103	10,891		184								360	38		1,584	46	13,442	2,190	11,252
High School Graduate or Equivalent	535	246	21,554								632	252				3,200		26,419	4,864	21,554
Some College or Associate's																		0	0	0
Bachelor's or Higher																		0	0	0
Persons with any Disability		91	9,452	103	196				40		302		350	7		1,559	24	12,124	2,322	9,802
Below Poverty Level in Last 12 Months	578	252	26,070	236	334			99	26		545	81	968	66	14	4,528	58	33,856	6,818	27,038

## Unemployment Rates by Group and Area

2017		Carson City	Churchill County	Clark County	Douglas County	Elko County	Esmeralda County	Eureka County	Humboldt County	Lander County	Lincoln County	Lyon County	Mineral County	Nye County	Pershing County	Storey County	Washoe County	White Pine County
Unemployment Rate	Total	7.7%	7.8%	8.3%	6.2%	4.4%	3.9%	0.0%	7.3%	7.6%	9.3%	9.8%	20.6%	11.4%	4.2%	4.2%	6.8%	6.2%
	Age																	
	16-19	21.3%	18.7%	24.9%	26.1%	13.6%	100.0%	0.0%	38.2%	0.0%	42.7%	19.3%	88.0%	32.7%	0.0%	0.0%	19.0%	24.5%
	20-24	15.4%	11.7%	12.5%	9.2%	6.7%	0.0%	0.0%	17.4%	31.3%	0.0%	13.9%	23.3%	14.5%	11.8%	38.0%	11.6%	0.0%
	25-29	3.8%	8.7%	9.0%	5.7%	3.8%	0.0%	0.0%	6.2%	4.5%	0.0%	14.2%	43.8%	17.0%	12.8%	0.0%	6.3%	4.8%
	30-34	2.6%	4.9%	7.1%	9.2%	3.6%	0.0%	0.0%	4.0%	0.0%	0.0%	9.7%	58.3%	17.9%	4.7%	0.0%	5.6%	15.1%
	35-44	8.8%	3.6%	7.0%	5.1%	3.9%	0.0%	0.0%	7.0%	1.3%	14.5%	8.5%	19.3%	6.9%	1.1%	3.3%	5.2%	4.0%
	45-54	5.2%	9.2%	6.7%	3.5%	2.8%	0.0%	0.0%	3.3%	11.0%	0.0%	10.2%	2.7%	9.4%	5.4%	4.6%	6.1%	2.5%
	55-59	8.9%	7.2%	7.2%	4.7%	4.0%	4.4%	0.0%	3.5%	0.0%	12.7%	3.9%	10.2%	9.0%	1.0%	2.7%	4.7%	0.3%
	60-64	6.1%	5.5%	6.3%	3.7%	3.8%	0.0%	0.0%	3.9%	22.2%	5.0%	4.7%	4.1%	8.2%	0.0%	0.0%	5.2%	0.0%
	65-74	7.4%	8.1%	6.5%	7.7%	2.7%	0.0%	0.0%	1.4%	0.0%	0.0%	9.0%	0.0%	6.8%	0.0%	2.7%	5.7%	17.1%
	75+	5.4%	28.6%	7.1%	2.5%	19.6%	0.0%	0.0%	0.0%	0.0%	0.0%	17.3%	0.0%	17.4%	0.0%	0.0%	8.3%	14.3%
	Race / Ethnicity																	
	White	6.9%	7.6%	7.5%	5.4%	4.0%	4.4%	0.0%	5.6%	7.0%	9.5%	9.4%	18.9%	13.2%	2.8%	3.9%	6.1%	4.5%
	Black or African American	0.5%	4.3%	14.1%	15.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.9%	0.0%	0.0%	0.0%	100.0%	10.3%	0.0%
	Hispanic or Latino	10.9%	2.9%	8.0%	11.2%	4.2%	3.1%	0.0%	12.2%	6.9%	0.0%	8.7%	16.3%	6.6%	6.1%	4.2%	7.6%	8.0%
	American Indian or Alaska Native	14.6%	21.1%	10.3%	13.5%	9.6%	0.0%	0.0%	11.0%	10.9%	0.0%	14.7%	38.2%	24.3%	28.4%	0.0%	17.0%	21.1%
	Asian	1.4%	12.8%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.7%	0.0%	1.7%	0.0%	0.0%	5.2%	27.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	9.4%	0.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	18.1%	0.0%	0.0%	0.0%	0.0%	8.3%	100.0%
	Other	10.1%	5.9%	8.7%	10.2%	5.6%	0.0%	0.0%	2.5%	28.1%	0.0%	10.1%	0.0%	7.2%	8.6%	0.0%	8.9%	0.0%
	Sex																	
	Male	7.0%	7.5%	7.9%	5.8%	4.2%	0.0%	0.0%	4.6%	9.7%	6.9%	8.8%	23.8%	9.1%	4.0%	8.1%	7.0%	3.8%
	Female	7.4%	7.0%	7.7%	4.7%	3.5%	1.6%	0.0%	7.8%	5.2%	4.2%	10.0%	19.1%	13.1%	5.2%	0.8%	5.5%	3.3%
	Education																	
	Less than High School Graduate	8.8%	11.8%	9.5%	9.0%	5.4%	7.5%	0.0%	3.9%	0.5%	0.0%	9.9%	11.6%	17.9%	14.4%	0.0%	7.1%	18.5%
	High School Graduate or Equivalent	8.8%	9.7%	8.7%	6.0%	4.4%	0.0%	0.0%	3.4%	7.6%	5.6%	11.0%	44.4%	10.5%	3.3%	1.5%	7.3%	4.8%
	Some College or Associate's	4.4%	5.0%	7.1%	4.2%	3.0%	0.0%	0.0%	7.8%	6.0%	6.4%	9.2%	6.9%	10.5%	1.8%	2.1%	5.7%	1.8%
	Bachelor's or Higher	4.1%	3.2%	4.5%	4.2%	2.0%	0.0%	0.0%	2.5%	0.0%	6.7%	3.7%	14.9%	0.7%	2.6%	6.5%	3.7%	0.0%
	Other																	
	Persons with any Disability	10.2%	14.3%	15.2%	8.3%	8.8%	0.0%	0.0%	4.1%	26.7%	0.0%	12.3%	8.1%	17.9%	5.4%	0.8%	10.9%	7.9%
	Below Poverty Level in Last 12 Months	26.7%	28.5%	29.7%	17.7%	22.3%	0.0%	0.0%	20.5%	21.1%	6.5%	30.2%	38.2%	46.1%	31.7%	9.9%	24.4%	22.9%

## Threshold #1: Unemployment Rate as Percent of Area

2017		Carson City	Churchill County	Clark County	Douglas County	Elko County	Esmeralda County	Eureka County	Humboldt County	Lander County	Lincoln County	Lyon County	Mineral County	Nye County	Pershing County	Storey County	Washoe County	White Pine County
Measure #1: Unemployment Rate as % of Area Trigger: Rate is double (200%) area total	Age																	
	16-19	277%	240%	300%	421%	309%	2564%	N.A.	523%	0%	459%	197%	427%	287%	0%	0%	279%	355%
	20-24	200%	150%	151%	148%	152%	0%	N.A.	238%	412%	0%	142%	113%	127%	281%	905%	171%	0%
	25-29	49%	112%	108%	92%	86%	0%	N.A.	85%	59%	0%	145%	213%	149%	305%	0%	93%	77%
	30-34	34%	63%	86%	148%	82%	0%	N.A.	55%	0%	0%	99%	283%	157%	112%	0%	82%	244%
	35-44	114%	46%	84%	82%	89%	0%	N.A.	96%	17%	156%	87%	94%	61%	26%	79%	76%	65%
	45-54	68%	118%	81%	56%	64%	0%	N.A.	45%	145%	0%	104%	13%	82%	129%	110%	90%	40%
	55-59	116%	92%	87%	76%	91%	113%	N.A.	48%	0%	137%	40%	50%	79%	24%	64%	69%	5%
	60-64	79%	71%	76%	60%	86%	0%	N.A.	53%	292%	54%	48%	20%	72%	0%	0%	76%	0%
	65-74	96%	104%	78%	124%	61%	0%	N.A.	19%	0%	0%	92%	0%	60%	0%	64%	84%	276%
	75+	70%	367%	86%	40%	445%	0%	N.A.	0%	0%	0%	177%	0%	153%	0%	0%	122%	231%
	Race / Ethnicity																	
	White	90%	97%	90%	87%	91%	113%	N.A.	77%	92%	102%	96%	92%	116%	67%	93%	90%	73%
	Black or African American	6%	55%	170%	252%	0%	0%	N.A.	0%	0%	0%	254%	0%	0%	0%	2381%	151%	0%
	Hispanic or Latino	142%	37%	96%	181%	95%	79%	N.A.	167%	91%	0%	89%	79%	58%	145%	100%	112%	129%
	American Indian or Alaska Native	190%	271%	124%	218%	218%	0%	N.A.	151%	143%	0%	150%	185%	213%	676%	0%	250%	340%
	Asian	18%	164%	72%	0%	0%	0%	N.A.	0%	0%	0%	140%	0%	15%	0%	0%	76%	435%
	Native Hawaiian or Pacific Islander	0%	0%	113%	0%	486%	0%	N.A.	0%	0%	0%	185%	0%	0%	0%	0%	122%	1613%
	Other	132%	76%	105%	165%	127%	0%	N.A.	35%	370%	0%	103%	0%	63%	205%	0%	131%	0%
	Sex																	
	Male	91%	96%	95%	94%	95%	0%	N.A.	63%	128%	74%	90%	116%	80%	95%	193%	103%	61%
	Female	96%	90%	93%	76%	80%	41%	N.A.	107%	68%	45%	102%	93%	115%	124%	19%	81%	53%
	Education																	
	Less than High School Graduate	114%	151%	114%	145%	123%	192%	N.A.	53%	7%	0%	101%	56%	157%	343%	0%	104%	298%
	High School Graduate or Equivalent	114%	124%	105%	97%	100%	0%	N.A.	47%	100%	60%	112%	216%	92%	79%	36%	107%	77%
	Some College or Associate's	57%	64%	86%	68%	68%	0%	N.A.	107%	79%	69%	94%	33%	92%	43%	50%	84%	29%
	Bachelor's or Higher	53%	41%	54%	68%	45%	0%	N.A.	34%	0%	72%	38%	72%	6%	62%	155%	54%	0%
	Other																	
	Persons with any Disability	132%	183%	183%	134%	200%	0%	N.A.	56%	351%	0%	126%	39%	157%	129%	19%	160%	127%
	Below Poverty Level in Last 12 Months	347%	365%	358%	285%	507%	0%	N.A.	281%	278%	70%	308%	185%	404%	755%	236%	359%	369%



## Threshold #2: Unemployment Rate Difference From Area

2017																			
			Carson City	Churchill County	Clark County	Douglas County	Elko County	Esmeralda County	Eureka County	Humboldt County	Lander County	Lincoln County	Lyon County	Mineral County	Nye County	Pershing County	Storey County	Washoe County	White Pine County
Measure #2: Unemployment Rate, Difference From Area Trigger: Difference in rate is 4 points or more	Age	16-19	13.6%	10.9%	16.6%	19.9%	9.2%	96.1%	0.0%	30.9%	-7.6%	33.4%	9.5%	67.4%	21.3%	-4.2%	-4.2%	12.2%	18.3%
		20-24	7.7%	3.9%	4.2%	3.0%	2.3%	-3.9%	0.0%	10.1%	23.7%	-9.3%	4.1%	2.7%	3.1%	7.6%	33.8%	4.8%	-6.2%
		25-29	-3.9%	0.9%	0.7%	-0.5%	-0.6%	-3.9%	0.0%	-1.1%	-3.1%	-9.3%	4.4%	23.2%	5.6%	8.6%	-4.2%	-0.5%	-1.4%
		30-34	-5.1%	-2.9%	-1.2%	3.0%	-0.8%	-3.9%	0.0%	-3.3%	-7.6%	-9.3%	-0.1%	37.7%	6.5%	0.5%	-4.2%	-1.2%	8.9%
		35-44	1.1%	-4.2%	-1.3%	-1.1%	-0.5%	-3.9%	0.0%	-0.3%	-6.3%	5.2%	-1.3%	-1.3%	-4.5%	-3.1%	-0.9%	-1.6%	-2.2%
		45-54	-2.5%	1.4%	-1.6%	-2.7%	-1.6%	-3.9%	0.0%	-4.0%	3.4%	9.3%	0.4%	-17.9%	-2.0%	1.2%	0.4%	-0.7%	-3.7%
		55-59	1.2%	-0.6%	-1.1%	-1.5%	-0.4%	0.5%	0.0%	-3.8%	-7.6%	-3.4%	-5.9%	-10.4%	-2.4%	-3.2%	-1.5%	-2.1%	-5.9%
		60-64	-1.6%	-2.3%	-2.0%	-2.5%	-0.6%	-3.9%	0.0%	-3.4%	14.6%	-4.3%	-5.1%	-16.5%	-3.2%	-4.2%	-4.2%	-1.6%	-6.2%
		65-74	-0.3%	0.3%	-1.8%	1.5%	-1.7%	-3.9%	0.0%	-5.9%	-7.6%	-9.3%	-0.8%	-20.6%	-4.6%	-4.2%	-1.5%	-1.1%	10.9%
		75+	-2.3%	20.8%	-1.2%	-3.7%	15.2%	-3.9%	0.0%	-7.3%	-7.6%	-9.3%	7.5%	-20.6%	6.0%	-4.2%	-4.2%	1.5%	8.1%
	Race / Ethnicity	White	-0.8%	-0.2%	-0.8%	-0.8%	-0.4%	0.5%	0.0%	-1.7%	-0.6%	0.2%	-0.4%	-1.7%	1.8%	-1.4%	-0.3%	-0.7%	-1.7%
		Black or African American	-7.2%	-3.5%	5.8%	9.4%	-4.4%	-3.9%	0.0%	-7.3%	-7.6%	-9.3%	15.1%	-20.6%	-11.4%	-4.2%	95.8%	3.5%	-6.2%
		Hispanic or Latino	3.2%	-4.9%	-0.3%	5.0%	-0.2%	-0.8%	0.0%	4.9%	-0.7%	-9.3%	-1.1%	-4.3%	-4.8%	1.9%	0.0%	0.8%	1.8%
		American Indian or Alaska Native	6.9%	13.3%	2.0%	7.3%	5.2%	-3.9%	0.0%	3.7%	3.3%	-9.3%	4.9%	17.6%	12.9%	24.2%	-4.2%	10.2%	14.9%
		Asian	-6.3%	5.0%	-2.3%	-6.2%	-4.4%	-3.9%	0.0%	-7.3%	-7.6%	-9.3%	3.9%	-20.6%	-9.7%	-4.2%	-4.2%	-1.6%	20.8%
		Native Hawaiian or Pacific Islander	-7.7%	-7.8%	1.1%	-6.2%	17.0%	-3.9%	0.0%	-7.3%	-7.6%	-9.3%	8.3%	-20.6%	-11.4%	-4.2%	-4.2%	1.5%	93.8%
		Other	2.4%	-1.9%	0.4%	4.0%	1.2%	-3.9%	0.0%	-4.8%	20.5%	-9.3%	0.3%	-20.6%	-4.2%	4.4%	-4.2%	2.1%	-6.2%
		Sex	Male	-0.7%	-0.3%	-0.4%	-0.4%	-0.2%	-3.9%	0.0%	-2.7%	2.1%	-2.4%	-1.0%	3.2%	-2.3%	-0.2%	3.9%	0.2%
	Female		-0.3%	-0.8%	-0.6%	-1.5%	-0.9%	-2.3%	0.0%	0.5%	-2.4%	-5.1%	0.2%	-1.5%	1.7%	1.0%	-3.4%	-1.3%	-2.9%
	Education	Less than High School Graduate	1.1%	4.0%	1.2%	2.8%	1.0%	3.6%	0.0%	-3.4%	-7.1%	-9.3%	0.1%	-9.0%	6.5%	10.2%	-4.2%	0.3%	12.3%
		High School Graduate or Equivalent	1.1%	1.9%	0.4%	-0.2%	0.0%	-3.9%	0.0%	-3.9%	0.0%	-3.7%	1.2%	23.8%	-0.9%	-0.9%	-2.7%	0.5%	-1.4%
		Some College or Associate's	-3.3%	-2.8%	-1.2%	-2.0%	-1.4%	-3.9%	0.0%	0.5%	-1.6%	-2.9%	-0.6%	-13.7%	-0.9%	-2.4%	-2.1%	-1.1%	-4.4%
		Bachelor's or Higher	-3.6%	-4.6%	-3.8%	-2.0%	-2.4%	-3.9%	0.0%	-4.8%	-7.6%	-2.6%	-6.1%	-5.7%	-10.7%	-1.6%	2.3%	-3.1%	-6.2%
	Other	Persons with any Disability	2.5%	6.5%	6.9%	2.1%	4.4%	-3.9%	0.0%	-3.2%	19.1%	-9.3%	2.5%	-12.5%	6.5%	1.2%	-3.4%	4.1%	1.7%
		Below Poverty Level in Last 12 Months	19.0%	20.7%	21.4%	11.5%	17.9%	-3.9%	0.0%	13.2%	13.5%	-2.8%	20.4%	17.6%	34.7%	27.5%	5.7%	17.6%	16.7%

## Threshold #3: Unemployment Rate Persistence Above Area

2017				Carson City	Churchill County		Clark County	Douglas County	Elko County	Esmeralda County	Eureka County	Humboldt County	Lander County	Lincoln County	Lyon County	Mineral County	Nye County	Pershing County	Storey County	Washoe County	White Pine County	
Measure #3: Unemp. Rate, # Consecutive Years Higher than Area Trigger: Rate is higher for 3 consecutive years	Age	16-19	3	3	3	3	3	3	3	0	3	1	3	3	3	3	3	1	2	3	3	
		20-24	3	3	3	2	3	0	0	3	3	0	3	3	3	3	3	2	1	3	0	
		25-29	0	3	2	0	2	2	2	0	0	0	3	3	2	3	2	1	0	1	0	
		30-34	0	1	0	2	1	2	2	0	1	0	1	1	3	3	0	0	0	1	1	
		35-44	3	0	0	0	0	0	0	0	1	0	3	0	1	0	0	0	2	0	1	
		45-54	0	3	0	0	0	0	0	0	3	0	1	0	0	0	3	3	0	2	0	
		55-59	2	0	0	1	0	2	1	0	0	3	0	1	0	0	0	0	0	0	0	
		60-64	0	0	0	1	0	0	0	0	3	1	0	0	0	0	1	0	0	0	0	
		65-74	1	1	0	3	0	0	0	0	0	0	0	2	0	0	1	0	0	3	0	
	75+	0	3	1	0	3	0	0	0	0	0	0	3	0	3	0	1	3	3	3		
	Race / Ethnicity	White	0	0	0	0	0	3	2	0	1	1	0	0	3	0	0	3	0	0	0	0
		Black or African American	0	0	3	3	0	0	0	0	0	0	0	3	0	2	0	3	3	0	3	0
		Hispanic or Latino	3	0	1	3	2	0	0	3	0	1	2	2	0	2	1	3	3	3	3	3
		American Indian or Alaska Native	3	3	3	3	3	0	0	3	3	2	3	3	3	3	3	0	3	2	2	2
		Asian	1	3	0	0	0	0	0	0	0	0	3	0	0	2	0	0	3	3	0	3
		Native Hawaiian or Pacific Islander	0	0	3	0	3	0	0	2	0	0	3	0	0	0	0	0	3	3	3	3
		Other	3	0	3	3	3	2	0	0	3	0	3	0	3	0	0	2	0	3	0	0
	Sex	Male	2	0	0	0	0	0	0	2	0	3	0	0	3	0	3	0	1	3	3	0
		Female	0	2	0	0	1	0	2	2	0	0	2	0	2	0	3	2	0	0	0	1
	Education	Less than High School Graduate	3	1	3	1	3	1	2	0	0	0	1	2	3	3	3	1	3	3	3	3
		High School Graduate or Equivalent	3	3	3	2	2	0	0	0	2	1	3	3	3	0	0	1	3	1	3	1
		Some College or Associate's	0	0	0	0	0	0	2	2	1	0	0	0	0	0	1	1	1	0	0	0
		Bachelor's or Higher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
	Other	Persons with any Disability	2	3	3	3	3	1	0	2	3	0	3	0	3	0	3	3	1	3	3	3
Below Poverty Level in Last 12 Months		3	3	3	3	3	2	2	3	3	0	3	3	3	3	3	3	3	3	3	3	